



WFP celebrates and embraces diversity. It is committed to the principle of equal employment opportunity for all its employees and encourages qualified candidates to apply irrespective of race, colour, national origin, ethnic or social background, genetic information, gender, gender identity and/or expression, sexual orientation, religion or belief, HIV status, physical or mental disability.

**CLIMATE AND GENDER FELLOW
CLIMATE AND RESILIENCE TEAM
WFP PHILIPPINES COUNTRY OFFICE, MANILA**

BRIEF DESCRIPTION OF THE DIVISION

The World Food Programme (WFP) is the world's largest humanitarian organization, focused on saving lives during emergencies and changing lives as a pathway to peace, stability, and prosperity for people recovering from conflict, disasters, and the effects of climate change. In the Philippines, one of WFP's primary objectives in its Country Strategic Plan (CSP) 2024-2028 is to enhance the resilience of vulnerable communities and national and local institutions to shocks and stressors by strengthening capacity in disaster risk management and climate change adaptation.

WFP embeds climate action into its efforts to combat hunger by helping communities anticipate, restore, protect, and energize against climate shocks. It strengthens livelihoods, anticipatory action, and asset creation, while restoring degraded ecosystems and promoting sustainable energy solutions. WFP leverages social protection systems and climate finance to support governments and vulnerable populations in building long-term resilience to a changing climate.

Assignment context

The Philippines is highly vulnerable to climate change impacts due to its location in the Pacific Ring of Fire and the typhoon belt, and ranks among the world's most disaster-prone countries, three years in a row. Recurrent natural hazards, including typhoons, floods, earthquakes, and droughts, combined with high population density, exacerbate risks, placing it at the top of the World Risk Index (2024). Climate variability severely impacts agriculture, threatening food security, livelihoods, and economic stability, with projected losses of up to 13.6% of GDP by 2040. Women face disproportionate challenges due to discriminatory social norms limiting their access to resources and resilience-building opportunities. Climate change projections indicate worsening conditions, with rising sea levels, intensified extreme

weather events, and declining agricultural productivity, endangering poverty alleviation and food security efforts. Addressing these intersecting challenges requires urgent, inclusive resilience-building strategies to mitigate climate risks and protect vulnerable populations.

WFP has recently been awarded funding to implement a multi-year 2025–2027 gender transformative resilience programme which aims to enhance the resilience of women from Indigenous Peoples (IP) communities and rural areas who are vulnerable to food insecurity and climate hazards. The initiative targets 1,500 women smallholder farmers and fisherfolk, along with eight women cooperatives and associations, while also supporting 2,500 individual smallholder farmers and their families. Efforts operate across multiple levels— households, communities, and institutions—by strengthening agricultural productivity, promoting gender equality, preserving cultural identities, and encouraging institutional coordination. Key partnerships include government agencies, UN organizations, local government units, civil society groups, and academia.

The programme aims to foster equitable opportunities for women's leadership, empowering them to actively participate, influence decision-making, and benefit from enhanced access to and control over resources and livelihoods opportunities. These interventions aim to enhance the capacity and skills of women and other marginalized groups, enabling them to adapt to the impacts of climate change and stressors on food and nutrition security through the following priority activities:

- **Gender Analysis** to identify, analyze and develop actions plans to address systemic barriers faced by women and marginalized groups, ensuring that climate adaptation, food security, and nutrition initiatives are equitable and inclusive.
- **Capacity strengthening** to empower women and other marginalized groups in food security, nutrition, and climate change adaptation while supporting government partners in institutionalizing Gender Equality, Disability and Social Inclusion (GEDSI) considerations into livelihood programmes.
- **Strengthening Social and Behavioral Change** to promote self-reliance, resilience and to address harmful gender and social norms by engaging men and boys, and gatekeepers.
- **Strengthen Women's Cooperatives and Associations** by providing training in leadership and sustainable agricultural practices while enhancing their access to resources, including market linkages.
- **Develop Local Adaptation Plans** through participatory planning sessions, incorporating indigenous practices and sustainable farming techniques.
- **Establish Community-based Seed Banks** to preserve indigenous seeds varieties to strengthen local seed diversity and enhance community resilience to climate change.
- **Empower Women to be Champions in their Communities on Agriculture and Nutrition** by spreading newly acquired knowledge and skills to others in the communities to improve food and nutrition security.

Furthermore, WFP is implementing its livelihoods approach by facilitating smallholder farmers' integration into institutional markets like school feeding programmes. This strategy emphasizes a market-driven value chain development approach, incorporating climate analytics to support smallholder farmers, particularly women and Indigenous Peoples, in investing in high-value local crops, strengthening producer organizations, and enhancing access to institutional procurement opportunities.

To further support its climate risk management initiatives by integrating gender transformative approaches, WFP is seeking a Programme Fellow on Climate and Gender with experience in climate change adaptation, gender equality, resilience, and livelihoods.

GENERAL INFORMATION

- **Type of assignment: FELLOWSHIP**
- **Number of available positions: 1**
- **Country of assignment: Philippines**
- **City of assignment: Metro Manila**
- **Hiring Unit: Climate and Resilience Team**
- **Supervisor: Programme Policy Officer, Smallholder Agricultural Market Access.**
- **Working arrangement: In-Person**
- **Duration of assignment: 12 months**
- **Expected Starting Date: July 2025**

DUTIES AND RESPONSIBILITIES

Under the direct supervision of the Programme Policy Officer, Smallholder Agricultural Market Access, in strong coordination with the Gender Equality Officer, the Programme Fellow will be responsible to:

- Support in the implementation of climate and resilience initiatives for vulnerable communities, including Indigenous Peoples, and women-led cooperatives.
- Support in the conduct of gender analysis, research, assessments and support in documenting findings into reports, in coordination with the Gender Officer and Integrated Resilience Team.
- Support in the implementation of livelihood strategy, enhancing the meaningful participation of women and building their capacities.
- Liaise actively with WFP teams to support effective collaboration, implementation and learning from ongoing projects, and Fellow advocacy activities.

- Support in maintaining and strengthening relations with Government counterparts, local partners, agencies, NGOs/CSOs and non-education sector government institutions, as necessary.
- Perform accurate, timely recording of data and prepare a range of reports.
- Provide support and assistance in evidence generation activities (research, reviews and lessons learnt).
- Provide support to designing of funding proposals and specific donor reporting as necessary.
- Perform other related responsibilities as required.

STANDARD MINIMUM QUALIFICATIONS

- Be a master's student or a graduate in International Social Sciences, Gender Studies, Agriculture, Environmental Science or another relevant field.
- Excellent written and spoken English is required (proficiency/level C). Working knowledge of another official UN language (French, Spanish, Arabic, Chinese, Russian plus Portuguese) is an asset.
- Excellent command of MS office
- International experience highly desirable.

TRAINING COMPONENTS

Throughout the assignment, WFP staff have access to an industry leading learning platform, weLearn. Depending on opportunities and availability of funds, he/she may participate in WFP workshops or seminars, as appropriate.

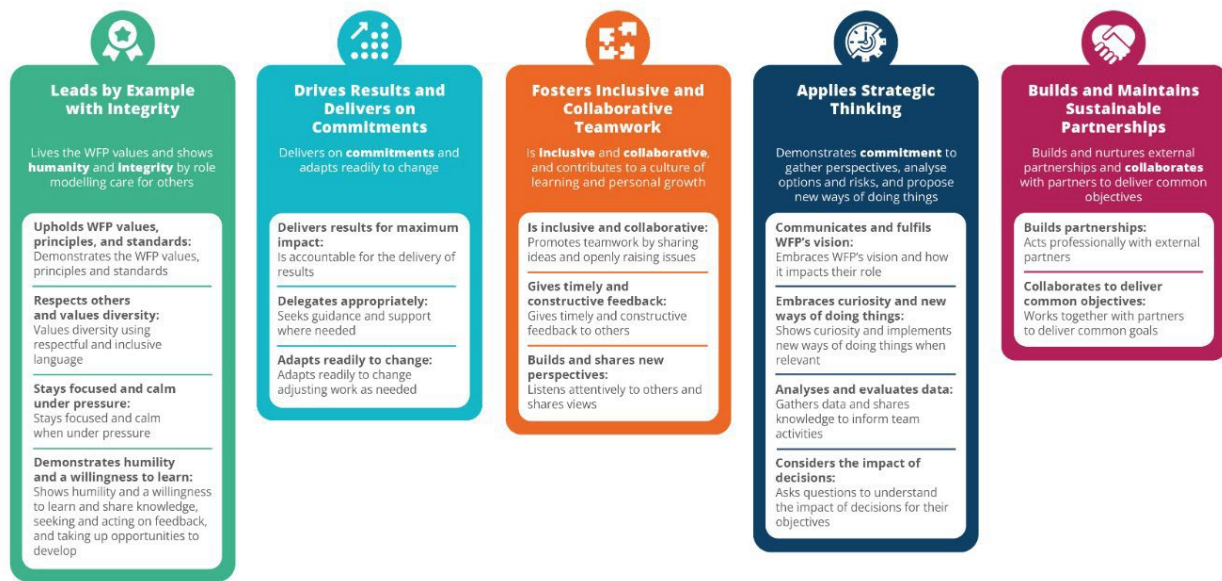
LEARNING ELEMENTS

At the end of the assignment, the Fellow should:

- Develop and accomplish outputs indicated in the agreed work plan with emphasis on the integration of gender inclusive approaches to climate risk management strategies supporting food security and the goal of zero hunger for women and IPs.

WFP LEADERSHIP FRAMEWORK

These are the common standards of behaviour that guide HOW we work together to accomplish our mission.



Different expectations of behaviour are defined depending on your grade and role/responsibilities within WFP.

All employment decisions are made on the basis of organizational needs, job requirements, merit, and individual qualifications. WFP is committed to providing an inclusive work environment free of sexual exploitation and abuse, all forms of discrimination, any kind of harassment, sexual harassment, and abuse of authority. Therefore, all selected candidates will undergo rigorous reference and background checks. No appointment under any kind of contract will be offered to members of the UN Advisory Committee on Administrative and Budgetary Questions (ACABQ), International Civil Service Commission (ICSC), FAO Finance Committee, WFP External Auditor, WFP Audit Committee, Joint Inspection Unit (JIU) and other similar bodies within the United Nations system with oversight responsibilities over WFP, both during their service and within three years of ceasing that service.

**Saving Lives Changing
Lives**